



SECRETARY OF THE ARMY
WASHINGTON

March 14, 2000

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Policy on Extremist Activities

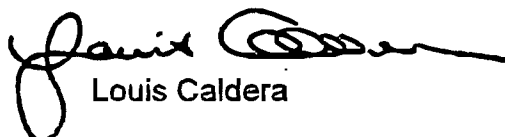
Participation in extremist organizations and activities by Army civilian employees is inconsistent with core Army values. An extremist organization or activity is one that:

- a. advocates racial, gender or ethnic hatred or intolerance;
- b. advocates or engages in illegal discrimination based on race, color, gender, religion, or national origin; or
- c. advocates use of force or violence or other unlawful means to deprive individuals of their rights under the U. S. Constitution or the laws of the United States or any State.

The Army will not tolerate actions in support of extremist organizations or extremist activities that interfere with an employee's ability to accomplish his or her duties satisfactorily. In addition, extremist actions that adversely impact other legitimate governmental interest or the efficiency of the Service are unacceptable. Prohibited extremist activity may include statements or nonverbal expressions, including clothing and tattoos, that convey extremist views. I expect Army leaders to make the civilian work force aware of this policy and of the appropriate mechanisms and procedures to report violations. We must ensure that all Army employees enjoy a workplace free of hatred, illegal discrimination, intimidation or violence.

For additional information, consult the Army Civilian Personnel On-line home page at <http://cpol.army.mil/permis>. The guidance is in the Employee Relations section.

This policy should be given the widest possible dissemination throughout the Army.


Louis Caldera

